

Reflective

Summarize

So, how did it go?
How did you feel about it?
What were you hoping to accomplish at ...?
What is a highlight of what you did?
Tell me about...
What went really well?
What do you like about how _____ went?

Recall Supportive Data

What was it about the _____ that caused you to feel that way?
What did you see or hear that told you ...?
What evidence do you have that would indicate ...?
What specific memories are you pulling forward?
If I were to talk to someone who was there, what would they say about ...?

Analyze, Infer, Determine Cause – Effect

What caused you to make the change?
What were you thinking that caused you to ...?
Thinking about the strategies you planned, how did you adjust ...?
You wanted ... As you think about what/where they ended up, how does this compare with what you wanted?
In what ways did your plan move you toward your goal/objective?
How did what you hoped would happen compare to what actually happened?
What is it you did that caused the _____ to be so successful?
What did you do to cause such success?
What do you think you did that might have influenced...?
What were learnings for you about your performance?
How did decisions/strategies you made/use effect the results?
How did the 5 States of Mind influence your changes?

New Learnings/Transfer

What were some key learnings that will help you in the future?
What are some “keepers” about the experience?
If you were to do this again, what might you change/keep?
How will this experience be helpful in the future?
What from this experience will be helpful in the future?
What has this experience caused you to do?
What suggestions would you have for someone doing a similar activity?

Reflect on Coaching

How am I doing as a coach?
What can I do that will help you enhance your learning?
What is hindering your learning?
How did you feel about today's session?
What impact has this conversation had on...?
How could I be of help in the future?

Paraphrase Stems

So what you are discovering is...
You are hoping/thinking...
Recapping...
As you...
You're wondering...
So you are feeling as if...
As you think back...
I just want to make sure I understand...

Planning

Starters

So tell me a little about your overall goal for...

Talk a little bit about...

How else might...?

How are you feeling about...?

Clarify Goals

What do you see as your overall outcome for this ...?

Tell me a little about your overall goal.

What connections do you see between your overall outcome and previous meetings you've had with ...?

What do you imagine the goals of the other person might be?

What is it you want to accomplish?

What do you hope to see happen?

Determine Success Indicators

How will you know you've accomplished...?

What criteria have you set for yourself?

If I was a mouse in the corner, what would I observe?

What behavior would I see/hear if you have been successful?

If I came to observe, what would I observe/hear?

What will tell you...?

What would success look like/sound like?

What would you accept as proof?

What behavior is going to let you know ...?

How will you tell the light bulb has gone on?

What criteria are you holding that will let you know you are accomplishing ...?

What would be indicators of ...?

Anticipate

What would be your first step?

How will you begin?

If I was a teacher/student/adult, how would I know what you expect of me?

How will you begin ...?

What decisions might you need to make when you are in the middle of ...?

What steps will you take to achieve your goal?

What follow-up might you need to plan for?

What outside influences might you need to consider?

Identify Data

How can I be another pair of eyes?

What are you working on to enhance your craftsmanship?

What do you need to see or hear to let you know you are on the right track?

What might you collect from the participants to let you know ...?

What reflection question(s) might you ask?

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You're wondering...

So you are feeling as if...

As you think back...

I just want to make sure I understand...